

ARTICLE 4.02 CAREER ADVANCEMENT

CURRENT LANGUAGE:

A. Promotion

1. The Assistant Engineer classification will be considered a career advancement position to the Associate Engineer level. Employees will not be required to undergo a promotional exam but will qualify for certification upon (1) fulfillment of a minimum of one year as an Assistant Engineer and upon the forwarding of a positive recommendation by his or her Appointing Authority or (2) becoming registered as a professional engineer by the State of California. Permanent employees who advance from the Assistant Engineer classification under #(1) above to the Associate Engineer level shall not be subject to an additional probationary period. Employees who advance from the Assistant Engineer level as a result of #(2) above, shall serve at least a six month probationary period at the Associate Engineer level and at least a combined total of one year as an Assistant Engineer and/or Associate Engineer.
2. Employees classified as an Associate Engineer will be allowed to use the working titles of Associate Civil Engineer or Traffic Engineer upon (a) becoming registered as a Professional Civil Engineer or Professional Traffic Engineer by the State of California; and (b) upon completion of the probationary period specified above and upon forwarding of a positive recommendation by the relevant Appointing Authority to the Director of Human Resources.
3. The career advancement provisions described in numbers 1 and 2 above will also be applicable for Assistant Surveyors I/II

CONCERN:

City may not have need for staff at the higher-level classification.

PROPOSED LANGUAGE:

The Assistant Engineer classification will be considered a career advancement position to the Associate Engineer level. Employees will not be required to undergo a promotional exam; *however, an employee's advancement to Associate Engineer will depend upon operational needs. Employees may qualify for advancement to Associate Engineer upon:*

- *Successful completion of the probationary period as Assistant Engineer and a positive recommendation by his or her Appointing Authority*
or

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CITY OF CHULA VISTA PROPOSAL TO WCE

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DATE: 05/08/2013

- Registration as a professional engineer by the State of California *and a positive recommendation by his or her Appointing Authority*

The career advancement provisions described in ~~numbers 1 and 2~~ above will also be ~~applicable for~~ apply to the Assistant Surveyor I/II classifications.

~~Permanent employees who advance from the Assistant Engineer classification under #(1) above to the Associate Engineer level shall not be subject to an additional probationary period. Employees who advance from the Assistant Engineer level as a result of #(2) above, shall serve at least a six month probationary period at the Associate Engineer level and at least a combined total of one year as an Assistant Engineer and/or Associate Engineer.~~

Employees classified as an Associate Engineer will be allowed to use the working titles of Associate Civil Engineer or Traffic Engineer upon (a) becoming registered as a Professional Civil Engineer or Professional Traffic Engineer by the State of California; and (b) upon completion of the probationary period specified above and upon forwarding of a positive recommendation by the relevant Appointing Authority to the Director of Human Resources.

RESULT:

Advancement to higher classification is based on an employee's qualifications and operational needs.

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